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Winter 2021

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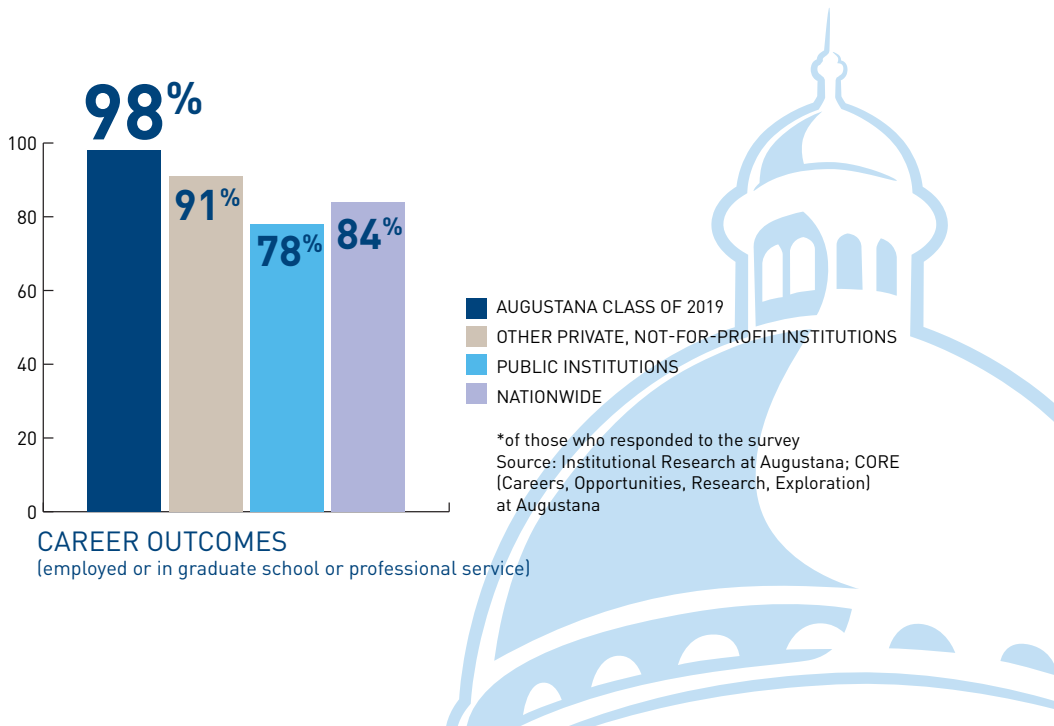
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Want **EVIDENCE** of the **POWER** of **AN AUGUSTANA EDUCATION?**

98%

OF STUDENTS ARE

in graduate school, employed or in professional service within six months of graduation*

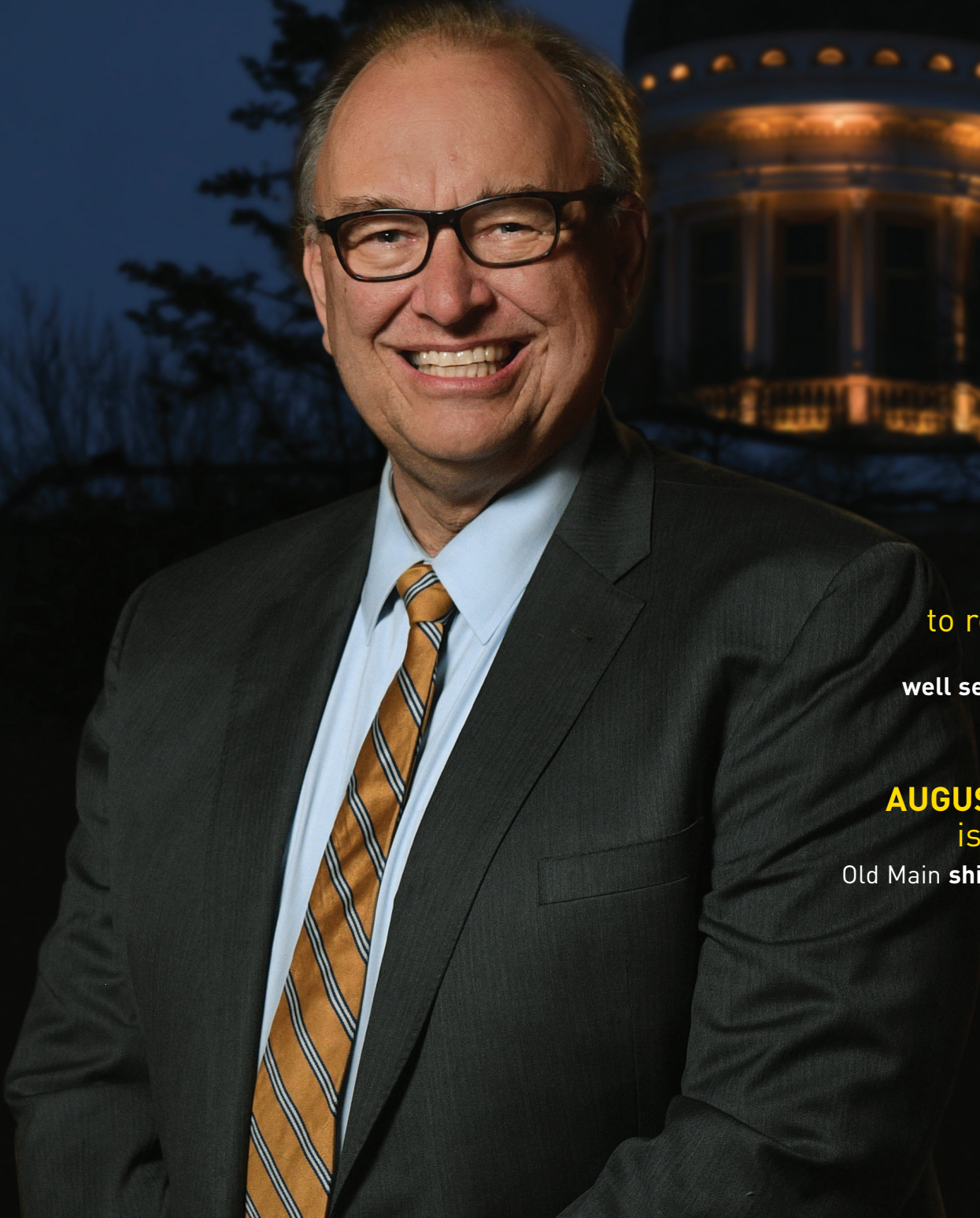


Augustana

SPECIAL ISSUE

COLLEGE MAGAZINE

WINTER 2021



President **Steve Bahls** to retire in 2022

A presidency **well served** since 2003

page 2

AUGUSTANA NOW is a **SUCCESS**

Old Main **shines \$135M gold**

page 16

Augustana College

Where they are NOW

The 5 1/2-year AUGUSTANA NOW: A Campaign for Success in the World, for the World focused on four student-centered goals: affordability; preparation; innovation; and diversity, equity and inclusion. The \$135 million contributed by alumni, staff, parents and friends of the college is already at work, evidenced by these recent graduates and many others, who make Augustana proud.

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Our Mission
Augustana College, deeply rooted in the liberal arts and sciences and an inclusive expression of Lutheran higher education, is committed to offering a challenging education that develops the qualities of mind, spirit and body necessary for students to discern their life's calling of leadership and service in a diverse and changing world.

*Cover photography by Meg McLaughlin
megmclaughlinphoto.com*

All photos featured in this special issue, with the exception of the cover photo, were taken before March 2020.

"Not many people in the [medical] field come from the same background as me, and I want to change that."

Kumail Hussain *Pre-medicine*

Medical student at the Chicago Medical School at Rosalind Franklin University of Medicine and Science, with plans to become a medical doctor in orthopedic surgery



"It is such a rewarding feeling to know that all of your hard work has paid off."

Megan Janssen *Computer science and biology*

Software engineer
Disney Media & Entertainment Distribution
Games and Social Team
Bristol, Conn.



"There are many things that make Augustana memorable, from the beautiful campus to the diverse students, but what sticks out the most are my relationships with professors. They were, and still are, so willing to go above and beyond."

Zhiqing (Janice) Wu *Business administration*

Communications manager
Microsoft, Redmond, Wash.
Graduate student at
Northwestern University
Pritzker School of Law



"I do not know if my Classics major made me stick out when I applied at Dartmouth. But it did make me stick out when I applied for the Texas Medical Summer Research Internship Program, which was a major selling point when I applied to grad school."

Allan Daly *Mathematics and Classics*

Biostatistician
Tufts Medical Center
Boston, Mass.





A presidency well served since 2003

Steve Bahls will retire as the eighth president of Augustana College effective June 30, 2022.

President Bahls arrived at Augustana in the summer of 2003. Since then, the Augustana and Quad-City communities have benefited from his passion for the liberal arts, his natural gifts as an explorer and collaborator, and his drive for innovation.

When he retires, his 19-year tenure as president will be nearly three times longer than the average for college presidents. According to a survey conducted every five years by the American Council on Education, the average tenure for college presidents was 6.5 years in 2016, two years shorter than even a decade before.

"At the end of the day, Steve is all about the students and their experience at Augustana, preparing them to be outstanding global citizens and contributors to society," said John Murabito '80, chair of Augustana's Board of Trustees. "Add the 2,400 students on campus right now to all of those who have graduated since he's been at Augie, and one gets an idea of the impact Steve has had."

In this special issue of Augustana College Magazine, trustees, former and current colleagues, alumni and others reflect on President Bahls' leadership in four areas:

- **Financial security** – page **2**
- **Campus planning** – page **5**
- **Diversity, equity, inclusion** – page **8**
- **Community leadership** – page **10**

In the Q&A beginning on page **12**, President Bahls talks about his life's highlights, the college's accomplishments, the work yet to be done, and why leaving Augustana will not be easy.

The search committee for Augustana's next president will be led by Board Chair John Murabito '80 and will include seven trustees, three faculty members, two administrators and one student representative. The goal is to announce Augustana's next president by the end of 2021.



AUGUSTANA NOW: Old Main shines \$135M gold

The Old Main dome turned gold New Year's Eve in celebration, as the college surpassed its \$125 million goal for the AUGUSTANA NOW campaign. The total raised during the 5 1/2-year campaign stands at **\$135,530,205**.

"It took the hard work and shared vision of thousands of people to surpass that goal by millions of dollars," said Kent Barnds, executive vice president for external relations and the leader for philanthropy at Augustana.

AUGUSTANA NOW: A Campaign for Success in the World, for the World had four main student-centered objectives: affordability; preparation; innovation; and diversity, equity and inclusion.

On pages **16-20**, learn about the programs, initiatives and innovations supported by the campaign; alumni and friends of the college who contributed in a most personal way; and recent graduates who have benefited.

As President Steve Bahls told those gathered for a virtual celebration on New Year's Eve: "The campaign has impacted every student. It has impacted every faculty member. It's impacted every program at Augustana College, and for that we are eternally grateful."

Challenging times call for proven leadership

When COVID-19 struck last spring, Augustana College trustees knew it wasn't the time to recruit a new president. To ensure steady leadership, the Board of Trustees and President Steve Bahls agreed to renew his contract through the 2021-2022 academic year.

"During times of great challenge, there is zero substitute for experienced, wise and calm leadership," said John Murabito '80, chair of the board. "Augustana has seen many crises over its history. And due to strong leaders who have worked closely in support of our mission with faculty, administration, staff and the community, our college has not simply survived those crises, but thrived."

"Under Steve's extremely able leadership, I have no doubt that will be the case once again. This extension ensures a consistent approach and strategy during and through the challenging times we now face."

So President Bahls, already having steered the college through the 2008 recession, was asked to not only lead the college through this unprecedented COVID-19 crisis but also emerge stronger.

'Toughest task in my 24 years'

The 2008 recession was the country's worst economic meltdown since the Great Depression. Housing prices increased, then fell, due to the subprime mortgage crisis, and the stock market plummeted. Higher education was particularly hard hit.

"We continue to focus on the needs and requirements of the future while managing the challenges and obstacles of today."

Kirk Anderson '93, chief financial officer

In the summer of 2009, President Bahls reported on the college's decline in enrollment, a 25% decrease in the endowment and a slowdown of gifts to the *Authentically Augustana* campaign.

"The task ahead is daunting—indeed it is the toughest task in my 24 years in higher education," President Bahls said at the time.

He submitted a plan to the board that focused on a 3.5% reduction across Augustana's budget; pay freezes for the 2009-2010 academic year; a possible delay in the renovation of Old Main; and new funding for new programs that would attract and retain students and increase the visibility of the college.

Trustee Lee Selander '72, former chair of the board's finance committee, worked closely with President Bahls.

"His strong focus on the financial strength and sustainability of the college resulted in a rigorous budgeting process that centered on maintaining and adding to the school's physical assets and creating reserves for unexpected outcomes," Selander said. "That approach in my mind is the reason we were able to navigate the financial crisis of 2008."

Augustana's administration and the board also avoided a "hunker down" mentality—the mindset of lying low and minimizing losses to Augustana programs, without thinking about strengthening the college's competitive position. In 2009-2010, while other schools were cutting programs, Augustana added nine majors and two varsity sports and celebrated the college's 150th anniversary.

Interestingly, that approach reflects how the college is dealing with the current pandemic. Augustana is not "hunkering down" by any means. Despite dramatic revenue losses since the campus closed in late March to mitigate the spread of COVID-19, the college has added three varsity sports and a major and launched a master's program in speech-language pathology.

"We continue to focus on the needs and requirements of the future while managing the challenges and obstacles of today," said Kirk Anderson '93, CFO and vice president for finance and administration.

According to Anderson, the college's biggest financial hardships related to the pandemic include:

- refunds for room/board after campus closed in late March
- decreased tuition and room/board dollars due to low enrollment in the fall
- COVID-19 testing expenses

"Steve has made it clear he always wants to know the financial implications of a number of different

continued on next page

Successfully sharing the vision



By Diane Gustafson '66 Hill
Trustee and AUGUSTANA NOW co-chair

When I was introduced to Steve Bahls, newly installed president of Augustana, I think I may have come across rather boldly in my enthusiastic sharing of suggestions about engaging alumni.

He listened intently and responded warmly. Soon after, he was traveling the country doing just that: introducing himself, listening and learning from alumni. He understood the central role alumni play in the life of a college.

Today, 18 years later, I share my reflections about Steve based on my participation in two fundraising campaigns. I hosted several events and attended many others, in addition to serving on the board's advancement committee for nine years.

From the start, Steve embraced Augustana and its founding principles and was visionary about leading the college to reinterpret its mission for continued growth and success. He was consistently authentic and passionate in sharing plans for Augustana, whether in small groups or large gatherings, donor lunches or dinners. Alumni, parents and community leaders attended because they were eager to hear President Bahls share what was happening at Augustana.

I attended the Winter in the Windy City alumni event in Chicago each January beginning in 2005 with 45 guests, and the last one in 2020 with more than 300 attendees. Steve would speak of new majors, expanded athletics, campus improvements, faculty recognition and student success.

He was proud of the Augustana brand—the outstanding success of students. He was transparent in discussing challenges and always clear about plans to address them. He communicated strategic vision succinctly, always presenting a compelling call to action. I would leave the event with a sense of pride and confidence in knowing the college was in great hands.

As president, Steve crisscrossed the country at least two more times, successfully completing two ambitious campaigns. Although raising more than a quarter billion dollars is remarkable, the engagement of many thousands of alumni, parents and community members is equally impressive.

It is the meeting with people and having conversations about Augustana, its past and future place in the world, that makes all the difference. It is the invitation to share the vision and accept the call to action that secures the future for the college. Thank you, Steve, for leading Augustana's fundraising to new heights.

2003

Steve Bahls inaugurated as 8th president

Library dedicated as Thomas Tredway Library

2004

Swanson Stadium/Brunner Field completed
Trustees adopted Five Faith Commitments
Dahl President's Home completed

2005

Trustees approved **Authentically Augustana: A Strategic Plan for a Premier Liberal Arts College** (campus master plan, Senior Inquiry included)
Pres. Bahls toured China with Augustana Choir

2006

Students, faculty approved **Honor Code Duane R. Swanson Commons residential complex** completed
New major: women's and gender studies

2007

Trustees approved **Environmental Action Plan**
Dorothy Parkander Residence Center townhouses completed
U.S. economic recession began; continued until mid-2009



Winter in the Windy City 2018

scenarios, especially the worst-case scenario, before he makes decisions,” Anderson said. “He doesn’t want to be surprised. He has spent many hours analyzing the details so we can get through this and remain strong.

“What I’ve enjoyed most about working with him is his sense of humility. He doesn’t come in thinking his way is always the right way. He listens to folks and asks questions so he can make informed decisions.”

With board approval, the college has taken the following actions, among others, to reduce the impact of COVID-19-related revenue loss:

- increased drawdown on the endowment
- reduced capital spending (infrastructure)
- frozen wages for the current academic year
- adjusted the college’s contribution to employee pension plans

‘A driving force in fundraising’

As President Bahls looks back on his years at Augustana, he is especially proud of the college’s improved financial position since his arrival in 2003. He attributes it to the administration and board’s embrace of fiscal conservatism.

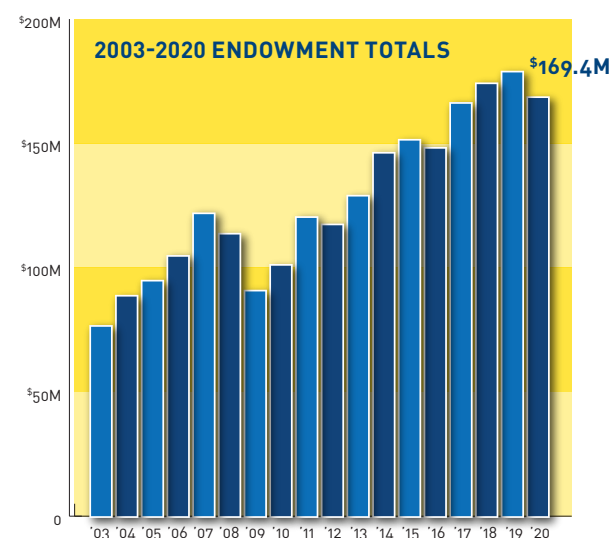
The college’s net assets in 2003 were \$108.7 million. As of June 30, 2020, the net assets had nearly tripled to \$309.2 million. The endowment grew from \$71.3 million to \$169.4 million (see chart).

In conversations about President Bahls, many colleagues talk about his dogged dedication to raise funds for the college. He ranks as one of the all-time most effective fundraisers in the Quad Cities. More than \$285 million has been raised so far during his tenure at Augustana.

“Steve has an uncanny understanding of the need for him to be a driving force in fundraising,” Selander said. “The two successful capital campaigns accomplished under his leadership have furthered the school’s financial strength in very uncertain times. Many college presidents don’t have the desire or passion to engage this way.”

Selander joined the board one year after President Bahls was hired, following a search by a committee led by Board Chair Brenda Czajka ’75 Barnes.

“Given Brenda’s exceptional leadership qualities and those of the trustees, they fortuitously chose a person who had the best possible credentials, experience and faith orientation to lead the school through what have become very challenging years and a dramatically changing landscape for small liberal arts colleges,” he said.



The Gerber Center

Building on a team approach

Carla Tracy, former director of the Tredway Library, will always remember the afternoon in February 2010 when President Steve Bahls stopped by her office.

“Although I did not fully realize it at that moment, he pressed a fast-forward button that started our trip to the leading edge of library transformation,” she said.

President Bahls talked with Tracy about Augustana’s recent, unsuccessful plan to find the right location for a new student center and the college’s almost desperate need for a new dining facility. Then he described a trustee’s visit to the library. The trustee pulled a book from the stacks and noted that it had not been checked out in 20 years. He—and now President Bahls—asked: Couldn’t we clear some of these unused books from the library and repurpose at least one floor?

Tracy points out a key word here: “asked.” “I can’t tell you how many horror stories I’ve heard about administrators coming to library directors

and telling them they were moving the career center, or something, into the library,” Tracy said. “This is 180 degrees opposite from the way Steve and Kent [Barnds] handled this project. This was not top-down; it was collaborative from day one.”

No one says it was easy or without stumbles, but the renovation of the library’s fourth floor and seamless connection to a new dining center resulted in a must-see stop on admissions tours. Completed in 2013, The Gerber Center showcases the creative integration of learning, dining and student activities. The center has become the meeting place for students, with a synergy reflecting a 16-hour-day, seven-day-a-week residential campus.

“It was a wonderful challenge that I regarded as absolutely the right thing to do,” Tracy said. “The library was listened to and trusted during the entire project. It was one of the peak experiences of my life.”

Working the playbook

Both the *Authentically Augustana* and *Augustana 2020* strategic plans led by President Bahls emphasized campus improvements as essential to achieving goals for academic excellence and student growth.

continued on next page

2008

Augie Choice grant program announced

Authentically Augustana: A Call to Action, a \$100M campaign, publicly launched

Accelerated BA/BSN program with Trinity College of Nursing established

Pres. Bahls and alumni toured **Sweden** (join Augustana Choir tour)

Carlsson Hall renovations completed (later named Emmy Carlsson Evald Hall)

2009

New majors: Africana studies, environmental studies, multimedia journalism and mass communication, anthropology (now sociology/anthropology)

Varsity women’s lacrosse added

2010

Augustana commemorated 150th anniversary

Varsity men’s lacrosse added

Science Building named after **Robert ’48** and **Patricia Hanson**

New majors: Creative writing, graphic design, international business, music performance-composition, neuroscience

2011

Trustees approved **Affirm, Assure, Assess addendum** to *Authentically Augustana* strategic plan

Thorson-Lucken Field (lacrosse/soccer) completed

New majors: applied mathematics, Spanish for professional use

Old Main exterior restoration completed; dome-lighting ceremony

The Gerber Center is one of several multi-million-dollar projects completed during the past 18 years. The total investment of nearly \$115 million in physical plant development impacted all corners of campus and different aspects of the student experience: academics, athletics, the arts, residential, dining and more (see campus map on right).

"Steve's campus master plan has served as a great playbook to stretch our imagination to combine and integrate in- and out-of-classroom learning in ways that can only happen on a campus that genuinely values the residential liberal art environment," said Kent Barnds, executive vice president for external relations.

Augustana's new, expanded and often recreated facilities represent more than bigger spaces with fresh paint and new carpeting. It's what's happening inside that lives at the heart of the college's strategic plans. The purposeful design of the buildings and the classrooms/open spaces within accommodates

changing learning and teaching styles; builds community; instills pride; and more. For example:

- Dr. Greg Domski '03 appreciates the studio-style, flexible seating in the third-floor classroom in the new addition to the Hanson Hall of Science. Transitioning his organic chemistry students from lecture to group work is now physically and psychologically barrier-less, much different from the stadium-style lecture hall in which he taught for nearly a decade.
- When Carlsson Evald Hall reopened as an academic building, faculty from several departments couldn't wait to pack up their Sorensen offices and move closer to the middle of campus. Education professor Dr. Michael Schroeder says the interior is perfectly designed for building community, most notably the attractive spaces for students to study and socialize and the office layout that invites communication and collaboration among faculty.

- Dr. Kathy Jakielski says her heart sings with appreciation when she walks into the expanded and renovated Brodahl Hall. "Our new space represents the college's ongoing trust and faith in, and support of, the communication sciences and disorders department. The best thing about it is the message of how deeply our work is valued."

Winning with offense

Augustana's highly anticipated Peter J. Lindberg, M.D., Center for Health and Human Performance is scheduled to open in mid-May. This integrated academic/athletics facility will be home to the kinesiology and public health programs, as well as the Vikings swimming/diving and new water polo teams.

Faculty, coaches, students, administrators, donors, community members as well as consultants were involved in the planning of the Lindberg Center. Similar to the experience of Carla Tracy and others interviewed for this story, the Vikings swimming/diving coach, Dan Lloyd, was invited to take a lead in the project's development.

"I was brought on from the very beginning and involved in every aspect of the [natatorium] design process," Lloyd said. "For me, this has truly been an opportunity of a lifetime."

The number of campus improvement projects during President Bahls' 18 years bears out what Eric Lindberg, chief investment officer of the Knowlton Foundation, said when plans for the Lindberg Center were announced: "While many schools are in retreat, Augustana is playing offense and constantly seeking new initiatives to better serve future generations of students and the campus and Quad-City communities."

And with that, President Bahls' team approach to making these initiatives winners also provides members of the campus community with opportunities to leave their own mark on Augustana.

CORNERSTONE SOCIETY

Donors whose cumulative lifetime giving of \$10 million or more has helped shape the campus landscape:

Roy J. Carver Charitable Trust

Cindy and Murry '75 Gerber/Cindy and Murry Gerber Foundation

Patricia K. and Robert A. '48 Hanson

State of Illinois

Austin E. Knowlton/Austin E. Knowlton Foundation

\$115 MILLION INVESTED IN NEW CONSTRUCTION/RENOVATION SINCE 2003

ACADEMICS

1. Carlsson Evald Hall
2. Old Main
3. Hanson Hall of Science
4. Brodahl Hall

RESIDENTIAL

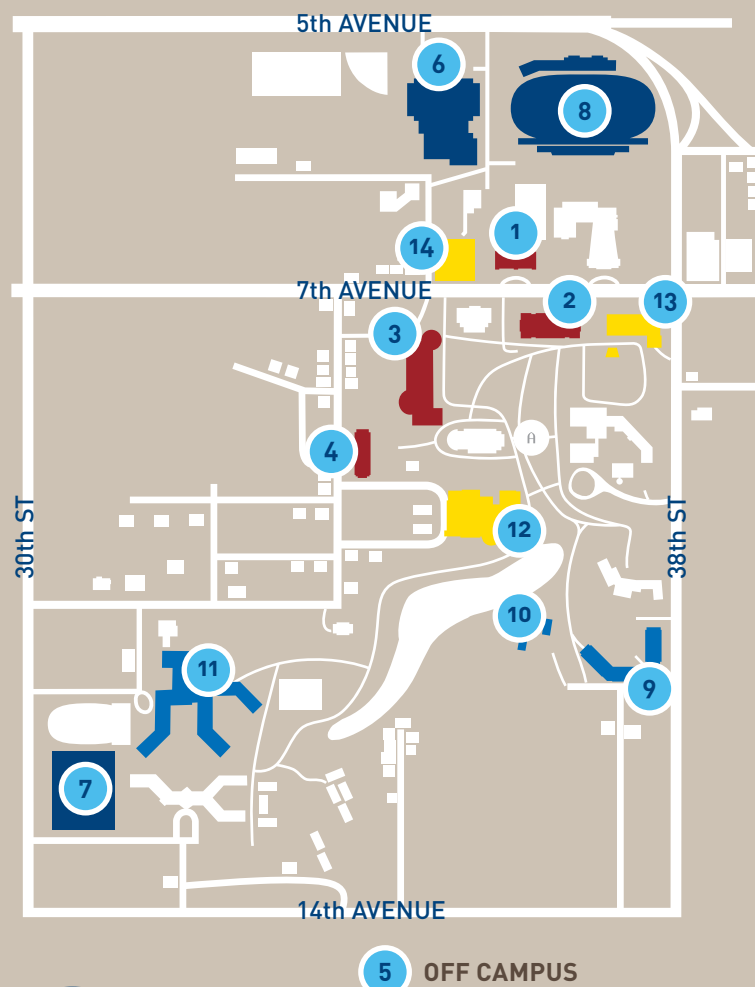
9. Swanson Commons
10. Parkander Townhouses
11. Westerlin Residence Center

ATHLETICS

5. Swanson Stadium/ Brunner Field
6. Carver Center
7. Thorson-Lucken Field
8. Knowlton Athletic Complex

INTEGRATED EXPERIENCE

12. The Gerber Center
13. Brunner Theatre Center/ Anderson Pavilion
14. Lindberg Center for Health and Human Performance



Modernizing with respect for history, beauty



By Tom Weigand '85 Trustee

The physical condition, design and programming of buildings on a college campus are

critical to the learning and experiences that occur inside them. When I joined the board in 2004, I quickly learned that Steve Bahls felt the same, and discovered that Augustana had fallen a bit behind in this regard.

A new campus master plan was commissioned by Steve and the trustees at this time, and I had the honor to serve on the Campus Planning Committee during this process. My professional background in urban planning and construction was a bit unique among my fellow trustees, so I was asked by Steve

to chair the committee for the next eight years and help navigate to reality many of the capital projects identified in the master plan and woven into the *Authentically Augustana* strategic plan.

The work began with Swanson Commons and its new modern living, to the comprehensive renovation of Old Main. Many other wonderful projects were completed during this time and throughout Steve's tenure, but The Gerber Center was likely the most challenging and innovative of them all.

After other building design options for a new student center failed to meet our high expectations, Steve and our architect suggested the new student center needs to be where the Tredway Library sits, so let us build it on top and integrate the two. Simply brilliant! We proceeded, and today The Gerber Center

has become the perfect "hub" that beautifully links campus living with campus learning.

Steve and my fellow trustees never "let off the gas," with respect to the next project and the important fundraising associated with these projects through the AUGUSTANA NOW campaign and others.

The Augustana campus has transformed and modernized more in the past 20 years than probably any other time in its history. Yet, with Steve's leadership, we carefully preserved the campus history, beauty and charm while doing so.

Students will unknowingly enjoy for many decades ahead the legacy of Steve's vision and leadership as they learn in interactive classrooms, dine and socialize in a progressive student center, and live in much improved housing.

2012

Authentically Augustana: A Call to Action campaign ended, surpassed goal with \$152M

Pres. Bahls in Canadian Arctic for **sabbatical**
National Hispanic Institute selected Augustana as its **College of the Year**

2013

Upper Mississippi Studies Center opened

Center for Student Life dedicated (Gerber Center)

Close the Gap grant program established

Austin E. Knowlton Outdoor Athletic Complex, including **Charles D. Lindberg Stadium** and **Ken Anderson Academic All-America Club**, completed

Old Main rededicated (exterior/interior renovations completed)

2014

Trustees approved **Augustana 2020: Our Path Forward** strategic plan

Pres. Bahls attended **White House Summit on Higher Education**

CORE (Careers, Opportunities, Research, Exploration) opened

New major: public health

2015

Westerlin Residence Center renovation (first of three phases) completed

Learning Commons (student support services) established

Creating a place where all feel welcome

Lydia Ruelas '05 waited outside the President's Office for the meeting she had requested. It was the fall of 2004, not long after her summer leadership internship with the National Hispanic Institute. She had found her voice, and courage, during the internship, and so here she was.

"I went in, and I told President Bahls that I appreciated his efforts to increase diversity on campus, but they seemed like a lot of talk, not action," she said in a recent interview.

President Bahls remembers this conversation. "She came back two weeks later and connected me with the National Hispanic Institute, and that was the beginning of the college's first serious diversity, equity and inclusion plan," he said.

In the winter of 2005, Augustana launched the *Authentically Augustana* strategic plan, which included specific steps to "welcome a student body of high-achieving students who represent the United States' diversity." Earlier, the college had adopted the Five Faith Commitments document, of which social justice is one of the commitments.

The mission was clear, but progress was slow. In 2016, the Board of Trustees heard emotional stories from students of color about the differences in their sense of belonging at Augustana. The board responded by adding diversity and inclusion goals to the *Augustana 2020* strategic plan, committing the college to advancing diversity and providing equity in access so all Augustana students have the tools and resources they need to succeed.

At that time, international students comprised less than 1% of the student body. Today, more than 250 international students from 40 countries call Augustana home. In fact, about a third of Augustana students are either U.S.-born people of color or international students, representing the most diverse student body in the college's history.

"Our success in attracting a diverse student body would not have been possible without the vision and commitment of President Bahls," said Liz Nino, director of international recruitment and student life.

Augustana President's Advisory Council member Collis Jones '88 is vice president, U.S. policy and strategy, for John Deere public affairs in Washington, D.C. He believes President Bahls' greatest impact on diversity, equity and inclusion has been "his intentional engagement with diverse students and willingness to acknowledge that an opportunity exists.

"He has openly had conversations with students, faculty and alumni and taken meaningful actions like hiring Dr. Monica Smith as Augustana's first vice president for diversity, equity and inclusion to work on this challenge," Jones noted.

The work being done at Augustana has earned national, state and local recognition and support.

Since Dr. Smith's arrival in 2018, the college has twice earned the Higher Education Excellence in Diversity (HEED) award from INSIGHT Into Diversity magazine. This honor recognizes U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

In addition, Augustana recently received \$47,000 in state and community grants to fund campus efforts for justice and peace, and for racial healing.

"If we continue to focus on diversity, equity and inclusion as a collective Augustana community, we can make positive changes on our campus, in the greater Quad-City area and most importantly in the lives of our diverse students," Jones said.

As a former member of the Board of Trustees and the Augustana Alumni Association Board of Directors, Lydia Ruelas Durán has returned to campus many times since graduating. She can see the results of efforts to increase diversity and inclusion.

"During Homecoming in 2019, I walked through the Brew, and there was Spanish music playing, and students were dancing and singing behind the counter," she said. "That never would have happened when I was a student."

A lasting first impression



Dr. Monica M. Smith
Vice President for Diversity, Equity and Inclusion

I first met President Steve Bahls on Saturday, Jan. 13, 2018. I was in Chicago to interview for my current position. This was a new position and would be my first as a vice president. Given the novelty of both, my nervousness was at a

threshold I'd never experienced. I was confident I could do the job but also had a healthy respect for the interview process. I was more nervous because I did not know whether Augustana really wanted someone to *do* the work.

After welcoming me to Chicago and inviting me to have a seat, Steve asked, "Where do you see yourself in five years?" I contemplated whether I should share my true aspiration or a minified version. I decided to be authentic. After all, everything about this role would require authenticity.

His response, "You have the acumen." From that moment on, I was at ease. I no longer felt like I was in an interview. We had a conversation about the role and Augustana's needs.

I was impressed with his knowledge about diversity, equity and inclusion. It was beyond buzzwords. He understood the concepts and knew that achieving strategic goals would require confronting the status quo by disrupting patterns and establishing new ones. His commitment was evident — "This is essential for Augustana...it fits our mission," he told me.

As I reflect on that initial hour with Steve, I remember sensing that he was assessing my commitment to Augustana when he asked about my goals. But he was also expressing an interest in me as a professional. And his response affirmed me personally and professionally.

It's been three years since that first meeting in Chicago, and nearly three years I have reported to him. Steve still remembers my answer to his first question and checks in with me about it. He continues to express care for my career and offer professional development opportunities.

He has also proven his commitment to diversity, equity and inclusion time and again. The Presidential Racial Justice and Equity Fund established for students by Steve and Jane last year is evidence of their allegiance.

In the nearly two decades that I've been in the diversity, equity and inclusion space, Augustana is the healthiest place I have worked. There's no wonder why, with a leader like Steve Bahls at the helm.

Professional. Mentor. Friend. I appreciate him greatly.

"I urge all of us to commit to more rapidly move Augustana to becoming a college where all students have a similar sense of belonging...."

President Steve Bahls, from his Statement on Diversity and Inclusion, March 2017



2016

Varsity men's volleyball, women's bowling added

Brunner Theatre Center completed, inside former College Center

2017

Pres. Bahls participated in first Higher Education Summit of the U.S. and Mexico in Guadalajara

Pres. Bahls and alumni toured Germany

Westerlin Residence Center renovation completed

Pres. Bahls established President's Advisory Council

2018

Augustana welcomed first vice president of diversity, equity and inclusion

Carver strength center renovated, named Fairchild Family Strength Center

AUGUSTANA NOW, a \$125M campaign, publicly launched

2019

Plans for Peter J. Lindberg, M.D., Center for Health and Human Performance announced

Pres. Bahls appointed Climate Change Task Force

Academic calendar moved from trimesters to semesters

Hanson Hall of Science expansion completed

New major: kinesiology

Augustana partners with the Quad Cities River Bandits to fund scholarships

A trusted leader to turn to

“After two very full days of meetings with faculty, students, administrators, board members and community members, some suggestion of stress—even a whiff of fatigue—might have been excused. But there was nothing forced nor feigned to curb the smile with which he greeted his last round of questioners. [Steve] Bahls looked honestly happy to be there, which may not seem remarkable unless you consider he was, at that moment, entering his 20th meeting in roughly 32 hours.”

Augustana College Magazine, Summer 2003

That spoke well to several of the less tangible requirements listed in the job prospectus prepared by Augustana’s Presidential Search Committee:

stamina, energy, optimism, humor and emotional resilience. The committee discovered much that was impressive about the candidate during his visit, and Bahls’ name was placed in nomination before the Board of Trustees a week after his visit.

Once on campus as Augustana’s new president, Bahls established himself as a driven, dedicated leader willing to put in the long hours that come with the job. It soon became apparent that serving the Quad-City community was important to him as well—though no one is sure how he found the time.

While president of Augustana, Bahls has served as board chair of Genesis Health System, Quad Cities Chamber Foundation, Illinois Quad-City Chamber of Commerce, Quad Cities Cultural Trust, Putnam Museum, and the Illowa Council of the Boy Scouts of America. He has been a board member of the United Way of the QCA and the Quad City Symphony Orchestra.

Together with John Roche, President Bahls initiated the successful merger of the Illinois Quad-City and Iowa Quad-Cities chambers into the Quad Cities Chamber of Commerce. He also was one of the original tri-chairs of Q2030, an ambitious plan to build the economic and cultural vitality of the Quad-Cities region.

Kai Swanson ’86 has worked closely with President Bahls since 2005. “Because of his authenticity and the trust he has built through his actions, it’s not surprising that he’s been the leader the community has turned to time and again—in efforts to unify the Quad Cities; help create a shared vision for making the Quad Cities cool, creative, connected and prosperous; and help secure the future for some of our community’s most cherished cultural resources,” Swanson said.

“As for motivation, Steve and Jane [Bahls] both came from families that saw engagement with their communities as a special source of energy and connection,” he added. “There’s a distinctive form of dynamism that comes from working together with disparate folks around a common goal. As I’ve gotten to know Steve and Jane over the years, I see their motivation to pitch in stems from very deep roots.”

During her time in the Quad Cities, Jane Bahls has served on the boards of Family Resources, Ballet Quad Cities and the Child Abuse Council Quad Cities.

President Bahls, as the face of Augustana for many corporations and organizations in the area, has worked hard to make connections that benefit students in search of scholarships, internships and employment.

Beyond the Quad Cities, he has chaired the boards of the Federation of Independent Illinois Colleges and Universities, the CCIW Council of Presidents, the Lutheran Educational Conference of North America, and the Network of ELCA Colleges and University Presidents.

President Bahls also has served on the boards of national higher education organizations, including the Council of Independent Colleges and the National Association of Independent Colleges and Universities.

Learn more about President Bahls’ professional and volunteer service, plus publications, presentations and awards at augustana.edu/bahlsresume.

Shaping the lives of others



By Dr. Jeff Abernathy
President,
Alma College;
Former Vice
President and Dean,
Augustana College

These are difficult days for the college presidency. Pressures are enormous; boards, and faculty, are impatient; the public is skeptical; and, as a result, presidential tenures are too short. At such a time, only the most gifted servant leaders have the skill and commitment to create a legacy for the generations to come. President Steve Bahls is one of those rare leaders.

Everyone in the Augie community knows the dedication with which Steve has served the college. The list of his achievements is long and includes, among many others, unprecedented growth in the academic program, a campus

transformed and record fundraising that will sustain Augustana for the future.

Steve came to Augustana 18 years ago with a love of Augie’s mission, an abiding passion for its values and a deep joy for the work before him and the college. Three things, in my mind, have characterized his leadership:

1) From the moment he set foot on campus, Steve has always insisted on excellence as the goal, for himself and for Augustana. How well I recall the Cabinet conversations in which he insisted that we work harder, think better, in pursuing not merely the acceptable but the best answer.

2) He accomplished his vision for the college through deep dialogue with all of Augustana’s constituencies. Steve’s talks, white papers, formal addresses and many thousands of conversations were all aimed at building a coherent vision for the future.

3) He accomplished it all with the integrity borne of his deep faith and lifelong values. For all the years I’ve known him, I haven’t seen him make a single decision before determining its impact on others, and its alignment with his values and those of Augustana College.

For all the success he has had at Augie, Steve has been equally successful in academe, mentoring so many of his fellow presidents, myself included. He is a leading expert on the subject of shared governance in higher education. His book *Shared Governance in Times of Change* has guided presidents and colleges across the country in conversations on this key topic.

I have had great pleasure watching Steve write this chapter of his life. In doing so, he helped to shape my life, as he has shaped the lives of so many others who love Augustana College. I can hardly wait to read the chapters still to come.

2020

First J-term classes in semester calendar

College moved to remote learning in response to pandemic; Augustana Strong Task Force established

Varsity men’s and women’s water polo, women’s wrestling added

Trustees **renewed President Bahls’ contract** through **June 30, 2022**

Brodahl Hall renovation/expansion completed

Speech-language pathology master’s program began

New major: data analytics

College received **second HEED Award** for commitment to diversity, equity, inclusion

College completed semester with in-person classes amid pandemic

Augustana **ranked 24th in nation** for international student enrollment among baccalaureate colleges

AUGUSTANA NOW campaign concluded, surpassed goal with **\$135M**

Steve Bahls' best day as president

Q&A: President Bahls talks about his life's highlights, the college's accomplishments, the work yet to be done, and why leaving Augustana will not be easy.

Q: What are the highlights in your life story before Augustana?

SB: I've been so blessed to have many highlights before Augustana. Most of the highlights have been personal: my decision to ask Jane Easter in the 1970s to the Des Moines Metropolitan Opera for a date, which ended up in our wonderful marriage three years later; the birth of our children; the privilege of raising our children; and now six grandchildren.

But the professional highlight was to leave the practice of law in 1985, about 35 years ago, and join the legal academy. I had been a guest lecturer in a class at Marquette University School of Law, and I found that I enjoyed teaching more than I enjoyed the practice of law, so Jane and I made the decision to leave the Midwest and move to the mountains and start an academic career.

It's one of the best decisions I've ever made.

Q: What do you remember about your first year on campus?

SB: My first year clearly was a memorable year. Dr. Tom Tredway, my predecessor, said, "You know, get to know the institution before you make too many decisions." He said that the people here will



Jane Easter and Steve Bahls, 1977

embrace you but they also want to be listened to, and they want to be partners in the future of the college. So I made an effort to talk to every faculty member in that first year, most administrators in the first year, and tried to visit each and every member of the board.

My fondest memory, however, is with Brenda Barnes, then chair of the board. Brenda had been CEO of PepsiCo, later to go on to be CEO of Sara Lee, and she said, "Steve, you know Augustana has never had much of a marketing plan, and we've always relied on word-of-mouth marketing, which is the best way, but in today's world, you really need a marketing plan."

I said, "Well, Brenda, I'll talk to the team about that, and I'll get back to you within six months," and she said, "Well, Steve, let's just talk about it now."

We were having lunch in Naperville. She turned over the paper placemat and sketched out a marketing plan that served as the blueprint for our marketing plan for 10 years. It was a memorable experience to be affiliated with such a bright and dedicated alum like Brenda Barnes, but there are stories, many stories like that, of people stepping forward and really making my job easy.

Q: What part of your job as president is the best part?

SB: Working with the students. So this term I've been able to teach a class—first time in eight years—but I'm regularly engaged with students, whether it's Student Government Association or the Student Advisory Council to the President. These Augustana students are wonderful students. They are doers, not observers. They're intellectually curious. They're optimistic about the future. They want to build a better Augustana.

One of the secrets I've learned is that having contact with young people, particularly college students, has kept me young. They've influenced how I've thought about various issues. They brought me along in issues of diversity, equity and inclusion; issues of protecting our environment; and issues of making Augustana great for everyone.

The favorite part of my job is working with students, but a close second is working with the faculty and staff. What a wonderful workforce this is, and it's wonderful because we're aligned in this mission of helping our students grow in mind, body and spirit. It's a privilege to be with students, and it's a privilege to be with a workforce so committed to our students.



Angela Bahls' graduation, 2013

Q: What are you most proud of?

SB: I'm most proud of the people at Augustana and the team that we've assembled. It truly is a team of exceptionally talented individuals, whether they be faculty or staff, wanting to serve our students and align with the goal of helping these students have an Augustana experience that is among the four best years in their life.

I don't like to talk about achievements because achievements, of course, are achievements of the community, not achievements of the president. But the change that we've seen, which I think is the most dramatic change in my years at Augustana, is the dramatic increase in the diversity of our student body.

I'm very, very proud of that because I believe that for a high-quality education we need to have students from all backgrounds, that it is fundamental to our mission to welcome all into this wonderful community, to create a robust marketplace of ideas in the classroom. And when we have students from different backgrounds and different life experiences, we together can develop a shared life experience here on campus.

Q: What was the best day of your presidency?

SB: The best day that I've had at Augustana, hands down, is graduation in May of 2013. I got to watch my daughter Angela walk across the stage, see that huge smile on her face, hand her her diploma, and she gave me a big hug. It was a dream come true to be the president of a school where your daughter graduates. What made the dream come true is I watched her in four years move from kind of an uncertain high school senior to a self-assured professional. She's now a speech-language pathologist in Indiana and just had her first baby. But to give a daughter a diploma is a privilege that few people have. I will forever treasure that day.

Q: Where do you look to find sources of support?

SB: Certainly my religious faith is a key component of who I am, and the belief that we've been put in this world to do justice, love mercy and walk humbly with God. That inner strength has allowed me to understand that I can only do my best in service, and as long as I am focused on our students and the good of the community, I have realized my goals.



Martin Luther King, Jr. Celebration, 2011

But on a more practical level, my largest source of strength outside my faith is my wife, Jane. She has been fully engaged in this presidency, traveling with me, proofreading document after document, offering encouragement after a long day at work. Those are my sources of support.

Q: What was one of the most important initiatives at Augustana?

SB: As I was interviewing for this position, I remember asking faculty members, board members and students: What does it mean to be at a school related to the ELCA, the Lutheran Church? And there was significant disagreement about that.

Now that's very Lutheran in a sense to disagree with what our Lutheran-ness is. I understand that, but there was a call by faculty leaders and the board to explore what our Lutheran relationship is because it's a precious relationship, and once we let go of that relationship, it's hard to reclaim.

What followed was a campuswide discussion, which culminated in a document titled the Five Faith Commitments. This document has guided our programming; how we help students grow in mind, body and spirit; how we look at justice issues; how we look at diversity, equity and inclusion; how we look at campus ministry.

In fact, the Board of Trustees amended the mission of the college two years ago to embody those values. So we've been brought together, thanks to this document, in a common understanding of what it is to be rooted and open within the Lutheran tradition.

Q: Any area(s) where you would like to see more progress...a bit of unfinished business?

SB: I do think that I've moved Augustana along since I've taken the presidency, but clearly there's much more work to be done.

Augustana continues to grapple with issues of diversity, equity and inclusion—creating common experiences for all.

continued on next page



Off the coast of the Westfjords, Iceland, 2018

Augustana struggles with diversifying its workforce. We've made progress, but we've only started the journey.

Augustana has become a greener institution in my years here, but much more work needs to be done.

We've strengthened the college finances to provide much more scholarship money to our students, but there are still students who cannot attend because we can't provide enough financial aid.

I think Augustana's best days are ahead as we become a college that is truly open to all, notwithstanding economic circumstances, as we do a greater job of modeling for our students diversity, equity and inclusion; commitment to the environment; and commitment to the community.

"Finding your calling in life is a lifelong endeavor."

Q: What are your top goals for your final year?

SB: The most immediate goal for the next six months is to continue to live responsibly with COVID, to keep our students as safe as we can, whereas at the same time provide them with a high-quality face-to-face education. Not many

schools have been able to do what we've been able to do—hold most of our classes live—and it's because of the extraordinary commitment of our students, in particular, to be safe.

Beyond that, the COVID crisis has taken a toll on the finances of Augustana College, so I'll be working to rebuild those finances in the coming year. We'll be working to give the next president a strong financial set of circumstances at Augustana College, so the next agenda can move forward with some of the damage that COVID has done already repaired.

Now, the damage that COVID has done to our finances is very repairable. We need to continue to enroll good-sized classes. We need to continue to ask our friends to support us as we make Augustana accessible to our students, and we need to continue with our efforts for new program development: bring that Lindberg Center online, bring men's and women's water polo online, build up our kinesiology major and prepare to offer an engineering major.

Q: So what will retirement look like for you and Jane?

SB: Jane and I will spend the next 17 months talking about what retirement looks like, and will be guided by the advice that I've received from 50th reunion classes. They are a little older than I am, but their advice is that finding your calling in life is a lifelong endeavor.

So Jane and I are going to look for our next calling. I have plenty of energy left, plenty of desire to serve, but this is a nice time for a transition. I'm hoping that one piece of it, however, will be to teach a course each year at Augustana College.

Sure, we're going to want to spend more time with our grandchildren. We're going to want to spend more time in the beloved American West, which has become our adoptive home together with Rock Island, but I do want to continue that precious connection with students and hope to teach at Augustana part-time.

Q: What will you miss most after you leave Augustana?

SB: I will miss a lot, but what I'm going to miss the most is the hustle and bustle of Augustana. That hustle and bustle has been less during these COVID months, but I'll miss the basketball games, the student theatre productions, going to faculty lectures, walking the campus in the early morning on my way to work.

I'm going to miss the administrative team, the faculty and the students, but it's that hustle and bustle of a college campus that keeps you young and engaged.

I won't forget the Dahl President's Home, which was such a wonderful contribution by the Dahl family to Augustana. Jane and I, pre-COVID, were able to entertain twice a week in this home... typically a guest speaker, a dignitary. We would have them at the dinner table with students, faculty and community members, and talk about deep and important issues.

I'll miss that level of engagement with students, faculty and leaders in our community.

Four of the Bahls' six grandchildren (and Steve)



Q: If you left a note on your desk for the next president, what would it say?

SB: It would be a very simple note: Enjoy the journey. It is a journey. It's not a sprint. Rather it is a marathon. Savor the opportunity to welcome eager new students at opening convocation. Savor the wonderful feeling of seeing students grow during their time at Augustana College and handing them their diploma. There are going to be bumps in the road, but savor the journey.

Find the complete Q&A interview at augustana.edu/augustana-magazine.



Dinner with faculty at the Dahl President's Home

AUGUSTANA NOW

A CAMPAIGN FOR SUCCESS IN THE WORLD, FOR THE WORLD (2015-2020)

Goal: \$125,000,000
Total Raised: **\$135,530,205**



\$1,000,000+
Gifts/Commitments

7,503
Alumni Participants

13,459
Donor Households/Organizations

88,494 Total Gifts/
Commitments

Contributions from

All 50 States
Washington, D.C., and
32 Countries

✓ **109** Close the Gap
Scholarships Created

✓ **78** Endowed Scholarships/
Funds Created

✓ **4** Endowed Faculty
Chairs Created

Totals as of Dec. 31, 2020

AUGUSTANA NOW campaign finishes **\$10M over goal**

The blue lights on the Old Main dome turned gold New Year's Eve in celebration, as the college surpassed its \$125 million goal for the AUGUSTANA NOW campaign. The total raised stands at \$135,530,205.

"We set an audacious goal, and it took the hard work and shared vision of thousands of people to surpass that goal by millions of dollars," said Kent Barnds, executive vice president for external relations and the leader for philanthropy at Augustana.

The public phase of AUGUSTANA NOW: A Campaign for Success in the World, for the World launched in October 2018. The campaign had four main student-centered objectives: affordability, preparation; innovation; and diversity, equity and inclusion.

"The gratitude of our donors for their Augustana experiences fueled this campaign," Barnds said. "The goodness of that gratitude sparked gifts from others who were inspired to be a part of AUGUSTANA NOW, which will make it possible for future graduates to return that gratitude to all of us through their impact on our world."

In celebration of the campaign's success, the dome will shine brightly gold through 2021.

"Old Main is the most iconic building on campus, and the lights of the dome symbolize the Augustana experience for countless alumni," Barnds explained. "In a way, it represents how our alumni become beacons for good in the world, for the world."

This fundraising campaign is the second completed during President Steve Bahls' presidency. "Steve has cemented himself in the history of the college as the leader to raise the most money to benefit students," Barnds said.

Included on the list of many programs, initiatives and innovations, campaign funds are being used for:

- 167 newly funded scholarships (see "Three journeys to AUGUSTANA NOW," page 19)
- programs and speakers supporting back-to-back national awards for commitment to diversity, equity and inclusion
- \$53.5 million invested in campus construction in the last six years



Guest speaker Dr. Yusef Salaam of the "Exonerated Five" with Dr. John W. Hildreth, Gassman Family Chair in Music, at a reception.



Dr. Shaun Edmonds, assistant professor for the new kinesiology major, discusses the mechanics of a throwing motion.

- new master's program in speech-language pathology
- new majors in data analytics and kinesiology to match high-demand careers

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“What I’ve come to know about Augie is that donors, alumni, foundations and friends of the college help Augustana students open doors. So from me and from other Augustana alumni of my generation, thank you!” Debo Balogun ‘17

A virtual celebration and thanks

On New Year’s Eve, alumni and friends of the college celebrated virtually via YouTube video, hosted by Debo Balogun ‘17. A well-received professional actor in Chicago for more than three years, Balogun thanked Augustana for his start.

“What I’ve come to know about Augie is that donors, alumni, foundations and friends of the college help Augustana students open doors,” he said. “So from me and from other Augustana alumni of my generation, thank you!”

President Steve Bahls, other college leaders, students, staff and faculty members joined the celebration from various locations during the evening.

“I want to offer my heartfelt gratitude to all of our donors who made possible this incredible addition,” said Dr. Wendy Hilton-Morrow ‘94, provost and dean of the college, speaking from the new addition to Hanson Hall of Science.

“These new classrooms allow our students to interact with state-of-the-art technology, and they allow our faculty to use innovative and transformative teaching pedagogies,” she said. “It is in inspiring spaces like these that our students become driven to pursue their future careers and to remain lifelong learners.”

Coach Mike Ducey cited the new men’s volleyball program as a result of the successful campaign. “We are just so grateful for the ability to bring in new student-athletes, to be successful in the classroom and on the court,” he said.

Dr. Monica M. Smith, vice president for diversity, equity and inclusion, noted that when the campaign began, her position at the college did not exist.

“Much progress has been made,” she said. “Among our accomplishments are efforts to strengthen diversity in the curriculum, diversity and inclusion training for students, and professional development for employees, and supporting success and retention of underrepresented students.”

Dr. Allison Haskell, one of the faculty who helped launch Augustana’s new master’s program



The new Hanson Hall of Science addition accommodates more collaborative learning/teaching styles.



Swashbucklers took over the Brunner Main Stage for “The Three Musketeers” in January 2019.

in speech-language pathology, thanked supporters for that and the updated and expanded Brodahl Hall where the program is housed.

Speaking from the Brunner Theatre Center where she was teaching a class, Dr. Jennifer Popple spoke of the transformation of the College Center into the new space—“a thriving facility for students and faculty...a great outcome of the AUGUSTANA NOW campaign.”

President Bahls recalled wondering, when the public phase of the campaign kicked off in 2018, if it could succeed in the goal of \$125 million.

“As I thought about it, I knew we could because we’re backed by Augustana alumni and friends,” he said. “\$125 million is a landmark campaign, and a huge campaign, but what does \$125 million mean to Augustana? Well, I’ve witnessed it firsthand.

“The campaign has impacted every student. It’s impacted every faculty member. It’s impacted every program at Augustana College, and for that we are eternally grateful.”

Watch the AUGUSTANA NOW campaign celebration video at augustana.edu/augustana-magazine.

Three journeys to AUGUSTANA NOW

Donors establish student scholarships and funds that reflect their own life stories



Dr. Kathy Stumpf ‘64 Jongsma and Dr. Gene Jongsma in the Falkland Islands off the coast of southern Argentina

Dr. Kathy Stumpf ‘64 Jongsma and Dr. Gene Jongsma have had 52 adventurous years of traveling together, so far. As educators, they know what experiences in other countries can do for learning.

In fact, education and travel have gone hand in hand for the Jongsmas since the beginning. They met in graduate school at the University of Chicago. Kathy had just returned from studying at Sophia University in Tokyo on a teacher scholarship, and Gene from teaching in Liberia, West Africa, with the Peace Corps.

With doctorates in education, the Jongsmas have served students for more than 50 years: in the K-6 classroom; as reading, test and measurement specialists; and as university professors in Florida, Louisiana, Texas and Abu Dhabi, United Arab Emirates. They have held positions in Beijing, China, and in Seoul, Korea.

Working together for a few years at the Supreme Education Council in Doha, Qatar, Gene taught educational research skills to teachers and students,

and Kathy was the head of English education for the entire country.

Kathy and Gene believe that their overseas experiences were transformative, by influencing their perspectives, life decisions and views of the world.

With AUGUSTANA NOW, they saw an opportunity to create the Kathleen and Eugene Jongsma International Experiential Learning Fund.

Currently, about half of all Augustana students travel abroad for study, research or internships. Opportunities such as \$2,000 with Augie Choice can help cover expenses. The new Jongsma International Experiential Learning Fund will launch even more Augustana students into the exhilaration and deep learning that happens while spending time in another part of the world.

The Jongsmas say they have been blessed through travel, and hope Augustana students will have travel experiences that broaden their lives as much as travel has broadened their own.



For some AUGUSTANA NOW donors, the path to college and a degree was a journey worth writing home about.

Dr. Judith Salmon ‘66 Kaur transferred to Augustana College on a tuition scholarship after working her way through Wright Jr. College in Chicago. At Augustana, “I still had to work for room and board, and had so little money that on Sundays, since the dorm didn’t serve dinner, I could only afford a can of soup,” she said. “So, I know what it’s like to need and appreciate support.

“I have been fortunate now to be able to provide that support for others who are working hard to achieve their goals!”

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Dr. Judith Kaur visits with Dr. Don Peterson '51, professor emeritus of education, when she returned to campus in 2017 to receive the Richard A. Swanson Humanitarian Award. Dr. Kathy Jongsma received the award in 2016.

For Dr. Kaur, the opportunity to support students seeking an Augustana education has led to two new Close the Gap scholarships. Initiated by trustee Julie Elliott '82 in 2013, Close the Gap awards give an extra financial boost to high-achieving students whose opportunities are blocked by deep financial need.

Dr. Kaur is proof of how scholarships can set great minds in motion. After completing her bachelor's in elementary education at Augustana, she earned a master's in counseling at Northwestern University. Turning her focus to the field of medicine, she received a bachelor of science from the University of North Dakota School of Medicine, followed by the M.D. from the University of Colorado.

Today Dr. Kaur is a professor of oncology at the Mayo Clinic campus in Jacksonville, Fla., and medical director of the Native American Programs in the Mayo Clinic Cancer Center. She also is the United States' only practicing American Indian medical oncologist.

"However," she said, "I have mentored two young women who are American Indian—one a surgical oncologist and the other a gynecologic oncologist. Also, one of my mentees is an Alaska Native family practice doc at Mayo-Rochester, and he is co-directing our national Native American programs as I head toward retirement."

Dr. Kaur has worked hard to develop her legacies, but she also feels fortunate.

Any Close the Gap scholarship recipient may be in a similar place one day—along a bright, formerly unimaginable career path, feeling very fortunate. And it would be because of people such as Dr. Kaur, who care so much about Augustana now.



Dr. Cathy Creger Rosenbaum and her parents, Francis and Lois Creger.

AUGUSTANA NOW also has presented opportunities to remember the college as a friend from the community.

During her high school years, Cathy Creger took organ lessons from Professor of Music Tom Robin Harris on campus, and her mother worked part-time at Augustana. On Sundays, Cathy's parents, Francis and Lois Creger, would take Cathy and her brother to services at St. James Lutheran Church in Rock Island, where they met many Augustana faculty and staff members.

Nearly 60 years later, **Dr. Cathy Creger Rosenbaum** still plays the organ in church services throughout

the Cincinnati, Ohio, area, where she lives and works as an integrative health and wellness pharmacist.

Answering the call of AUGUSTANA NOW and a matching gift through the Abrams Challenge, Dr. Rosenbaum has established the Augustana College Francis O. and Lois C. Creger Integrative Health and Wellness Scholarship.

"I wanted to establish a scholarship at Augustana with gratitude in honoring my parents' commitment to faith and music," Dr. Rosenbaum said. Intended for student musicians pursuing careers in health care, the Creger Scholarship also reflects Dr. Rosenbaum's professional areas of expertise.

She is inspired by the new Peter J. Lindberg, M.D., Center for Health and Human Performance. Opening this May, the Lindberg Center will provide academic facilities for the departments of kinesiology and public health, a natatorium, and spaces promoting mindfulness and well-being.

"Seems like Augustana was always meant to be a part of my family's life journey, in one way or another!" Dr. Rosenbaum said.

Throughout this journey, she has learned well "the interconnectedness between mind, body and spirit" so important to a lasting education and to Augustana's mission.